

Arizona State Parks Board

December 4, 2012



CONSENT AGENDA

E.1.

- Parks Board Minutes
- LWCF Funding of Lake Havasu Boat Ramp
- RTP Non-Motorized Grants
- International Trails Symposium Grant
- NAPAC Member Appointment – Rebecca Davidson
- ASCOT Members Appointment – Claire Miller, Nick Lund, Patrick Kell, Craig Stevens and Doug Van Gausig

Director – Current Event

Cattail Cove State Park



Wastewater Treatment Plant Renovated



Director – Current Event

Alamo Lake State Park



Star Party – 220
people attended

Director – Current Event

Verde River Greenway State Natural Area



Chip Norton, Volunteer

The Nature Conservancy's
Outstanding Conservation
Achievement Award

Director – Current Event

San Rafael State Natural Area



Work Party October 2-4



Director – Current Event

Dead Horse Ranch State Park



Verde River Day
September 30



3,018 were in attendance

Director – Current Event

Dead Horse Ranch State Park

Boy Scout Camporee



Eagle Project

Director – Current Event

Slide Rock State Park

Fall Fest
October 6

Attendance 300-400
Revenue \$1,000



Director – Current Event

Kartchner Caverns State Park



Star Night September 15
100+ were in attendance

Director – Current Event

Tonto Natural Bridge State Park



Wedding at Tonto
Natural Bridge

Irrigation for Tree Planting Program



Director – Current Event

Tonto Natural Bridge State Park



Renovation of Lodge Kitchen

Director – Current Event

31 Years of Service to ASP
including Tombstone
Courthouse SHP and
Kartchner Caverns SP

Art Austin



Director – Current Events

FUTURE EVENTS 2012-2013

- Dec 7 Lighting of the Luminaries Tombstone Courthouse SHP
Dec 8 Victorian Ornament Making Workshop Fort Verde SHP
Dec 15 Mata Ortiz Pottery Demos Kartchner Caverns SP
Dec 15-22 Christmas Village Yuma Quartermaster Depot SHP

Jan 1 First Day Hikes

- | | |
|-----------------------------|----------------------|
| Alamo Lake SP | Kartchner Caverns SP |
| Boyce Thompson Arboretum SP | Lost Dutchman SP |
| Buckskin Mountain SP | Patagonia Lake SP |
| Catalina SP | Picacho Peak SP |
| Cattail Cove SP | Red Rock SP |
| Dead Horse Ranch SP | Roper Lake SP |
| Lake Havasu SP | |

BOARD ACTION ITEM

G.1.

Consider Approval of the 2013 Statewide
Comprehensive Outdoor Recreation Plan (SCORP)

BOARD ACTION ITEM

G.2.

Consider Permit with USFS for Fool Hollow Lake Recreation Area.

Four Recommended Motions:

1. Memorandum of Understanding between the Apache-Sitgreaves NF, ASP, AZGF Commission & City of Show Low for the purpose of cooperating in the construction, operation and maintenance of Fool Hollow Lake in the Apache-Sitgreaves NF

BOARD ACTION ITEM

G.2.

2. Partnership Agreement pursuant to the Memorandum of Understanding between Apache-Sitgreaves NF, ASP, AZGF Commission and the City of Show Low
3. Special Use Permit and related Granger-Thye concessions with the US Dept of Agriculture for the purpose of operating and maintaining a Forest Svc developed recreation site known as Fool Hollow Lake Recreation Area within Apache-Sitgreaves NF

BOARD ACTION ITEM

G.2.

4. Extensions or Agreements with the Apache-Sitgreaves NF for the purpose of the continued operation of Fool Hollow Lake Recreation Area.

STATE PARKS OPERATIONS

UPDATE

Parks Open Without Financial Partnerships - FY 2012

- 1) Alamo Lake SP
- 2) Buckskin Mountain SP
- 3) Catalina SP
- 4) Cattail Cove SP
- 5) Dead Horse Ranch SP
- 6) Fool Hollow Lake Recreation Area
- 7) Kartchner Caverns SP
- 8) Lake Havasu SP
- 9) Lost Dutchman SP
- 10) Patagonia Lake SP
- 11) Picacho Peak SP
- 12) Slide Rock SP
- 13) Tonto Natural Bridge SP

Parks Operated by Arizona State Parks Staff through Partnership Support

- 1) Fort Verde SHP
- 2) Homolovi SP
- 3) Jerome SHP
- 4) Lyman Lake SP (closing on December 2)
- 5) Oracle State Park (closed November 24)
- 6) Red Rock SP
- 7) Roper Lake State Park

Parks Operated by Partners With No Arizona State Parks Staff

- 1) Boyce Thompson Arboretum SP
- 2) McFarland SHP
- 3) Riordan Mansion SHP
- 4) Tombstone Courthouse SHP
- 5) Tubac Presidio SHP
- 6) Yuma Prison SHP
- 7) Yuma Quartermaster Depot SHP
- 8) Spur Cross Ranch Conservation Area

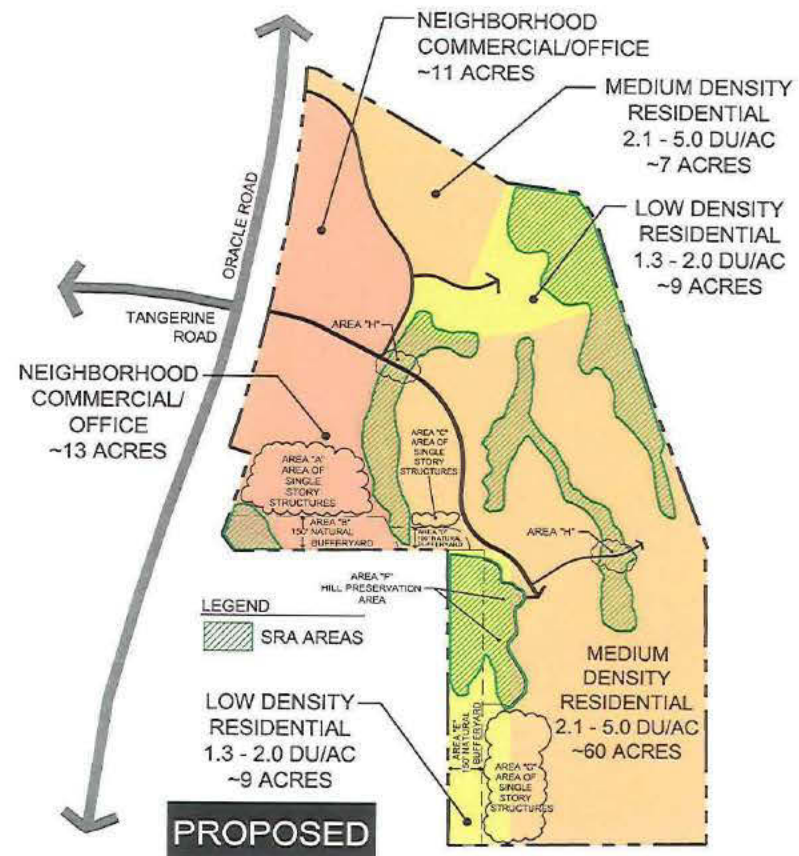
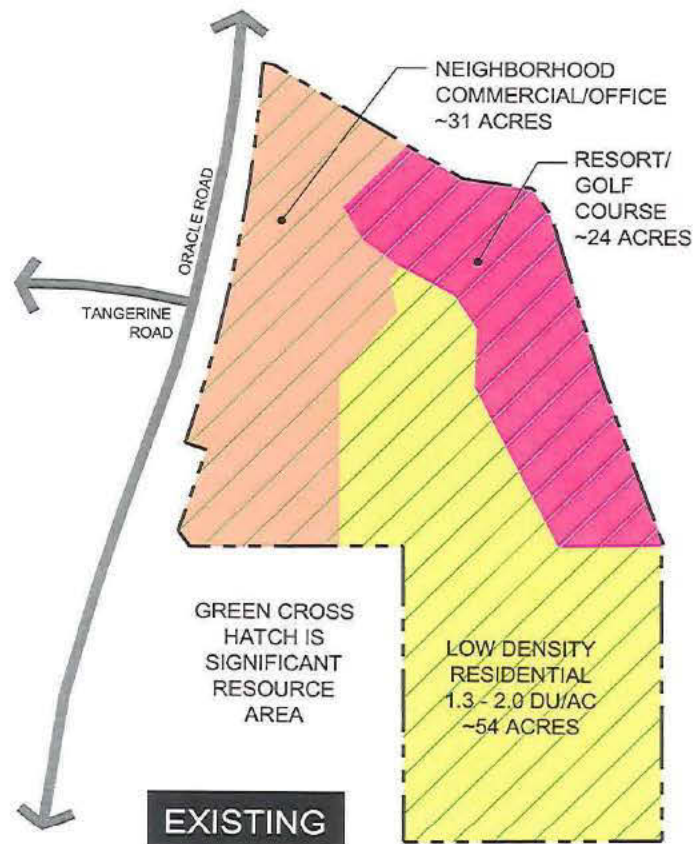
Parks Closed to the Public

- 1) San Rafael State Natural Area
Park Closed. Special Use Permit with
U.S. Border Patrol for 12 months
beginning Dec. 1, 2011
- 2) Contact Point (Under Development)

Discussion Item

H.2.

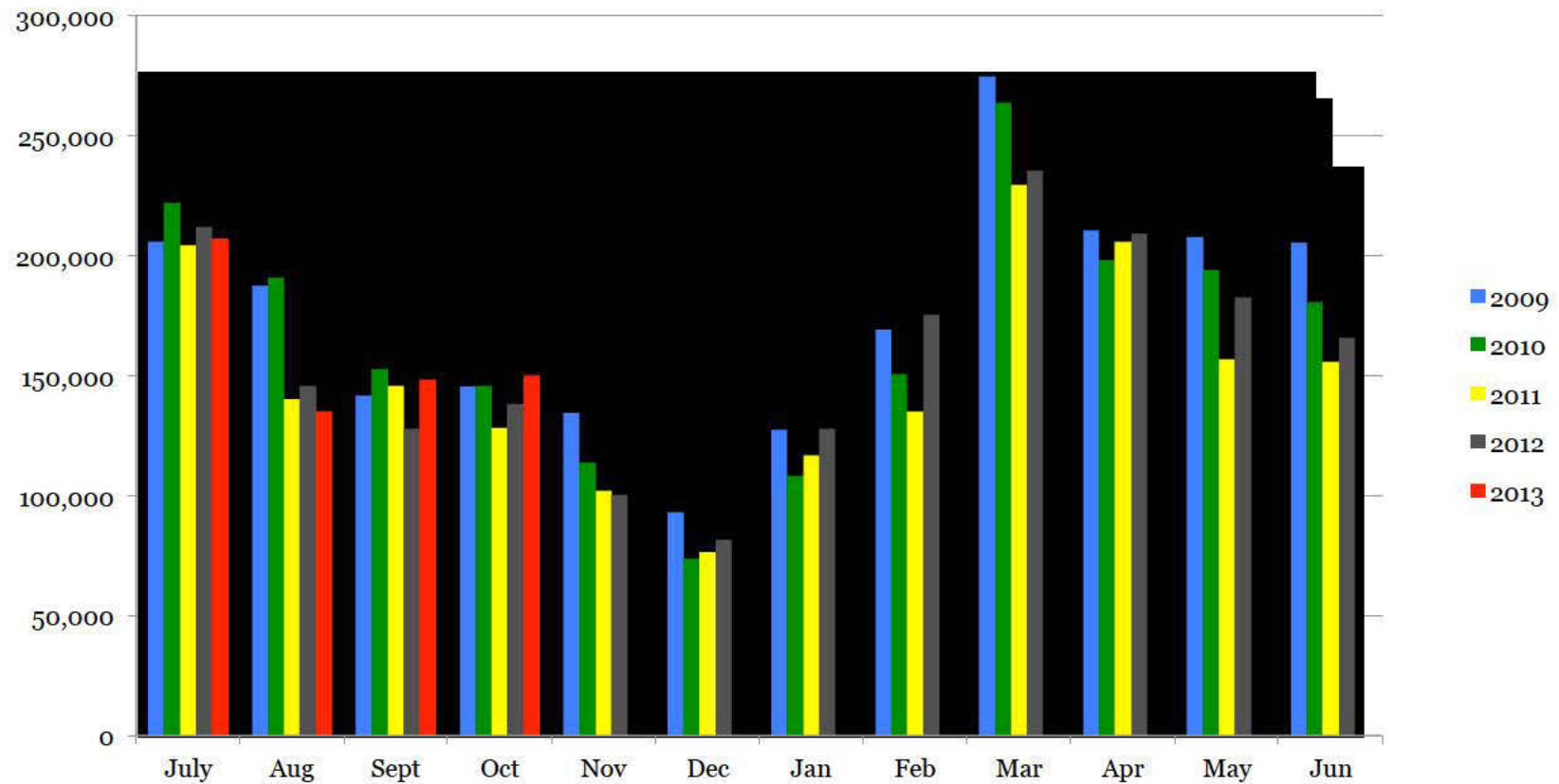
Desert Springs Development at Catalina State Park



- 1) Attendance
- 2) State Parks Revenue Fund
- 3) Off-Highway Vehicle Recreation Fund
- 4) State Lake Improvement Fund

FY 2009 – FY 2013 –Parks *Visitation*

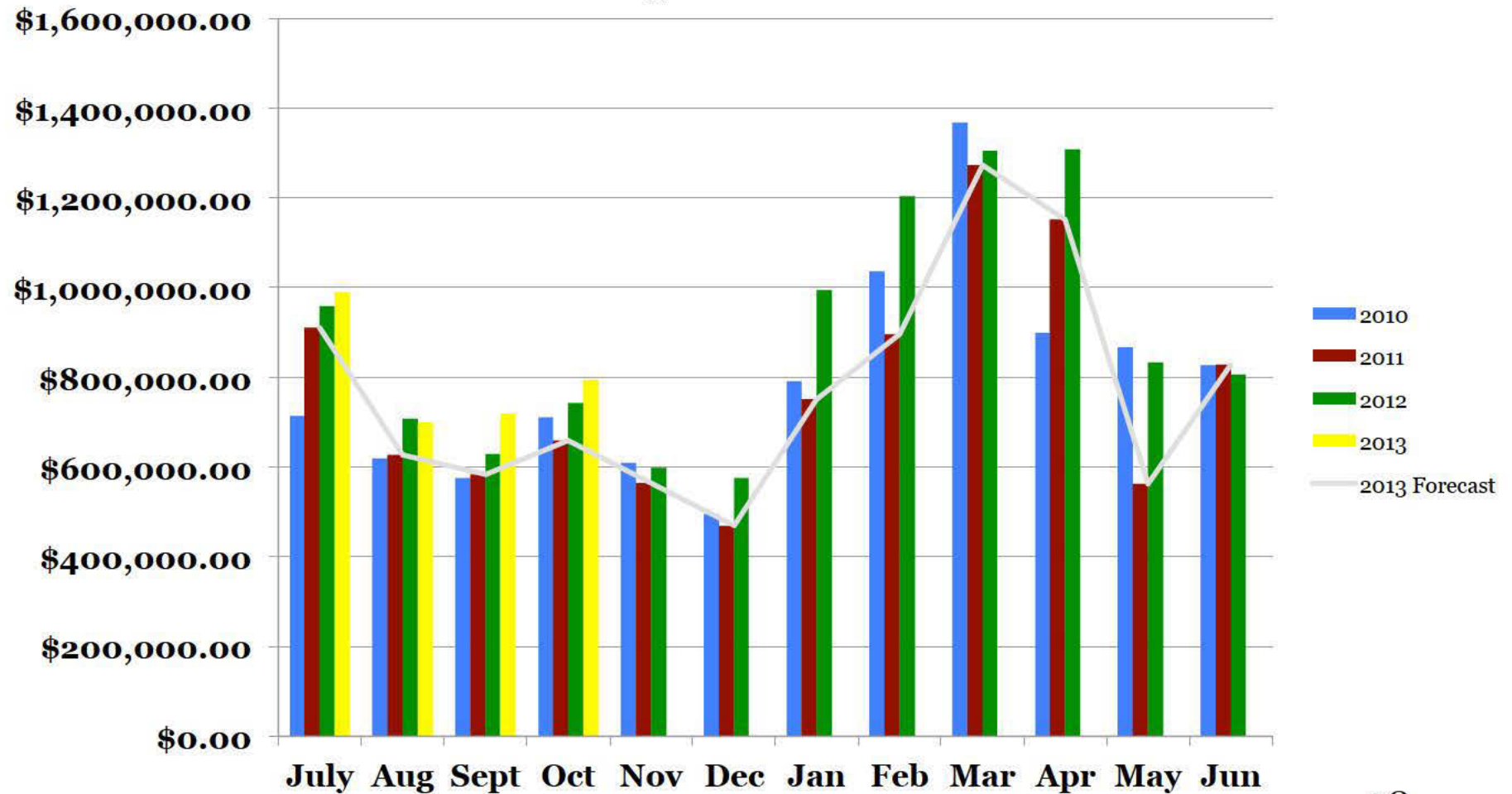
Through October 2012



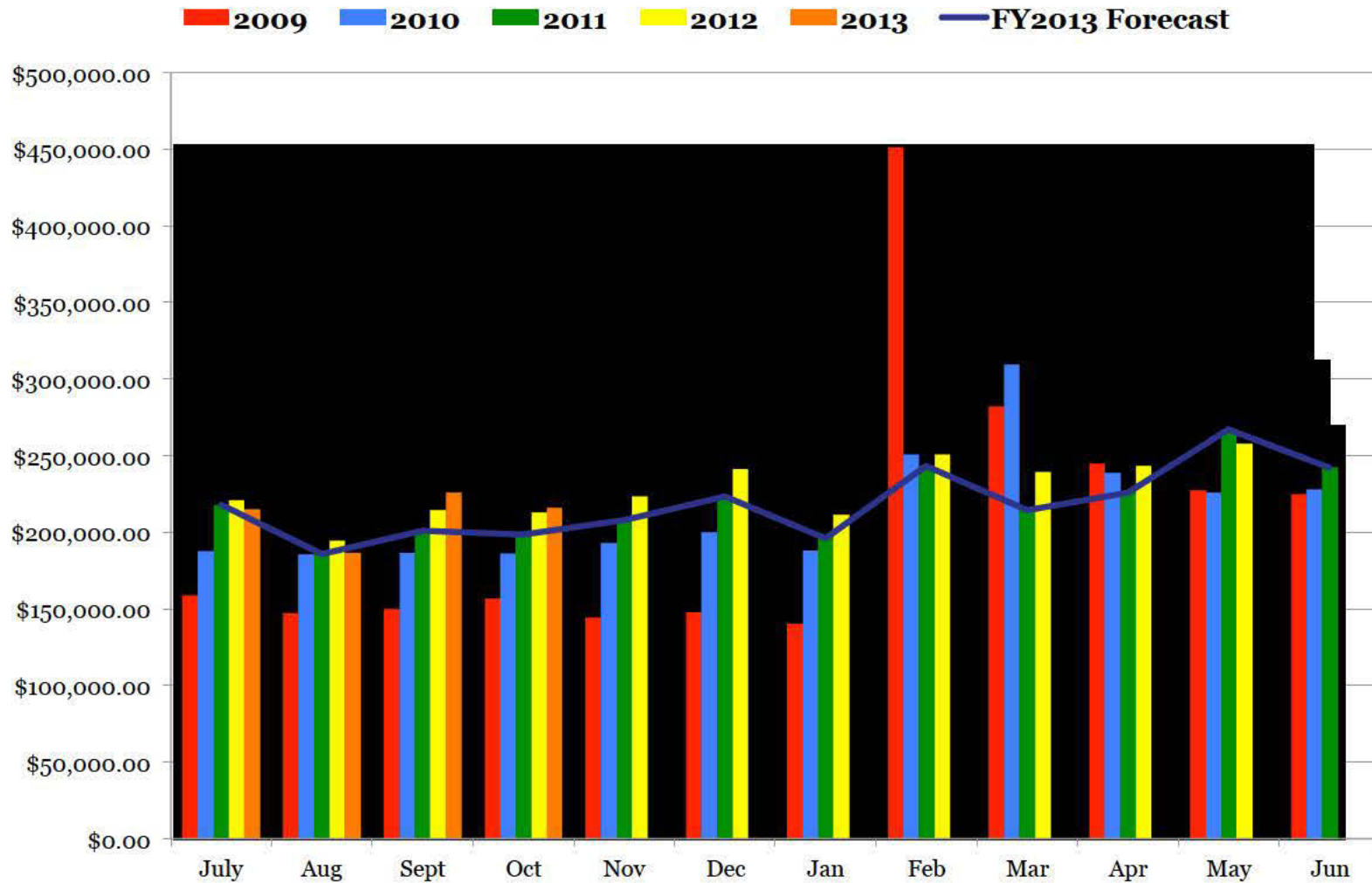
State Parks Revenue Fund

FY 2009 - FY 2013 Revenue

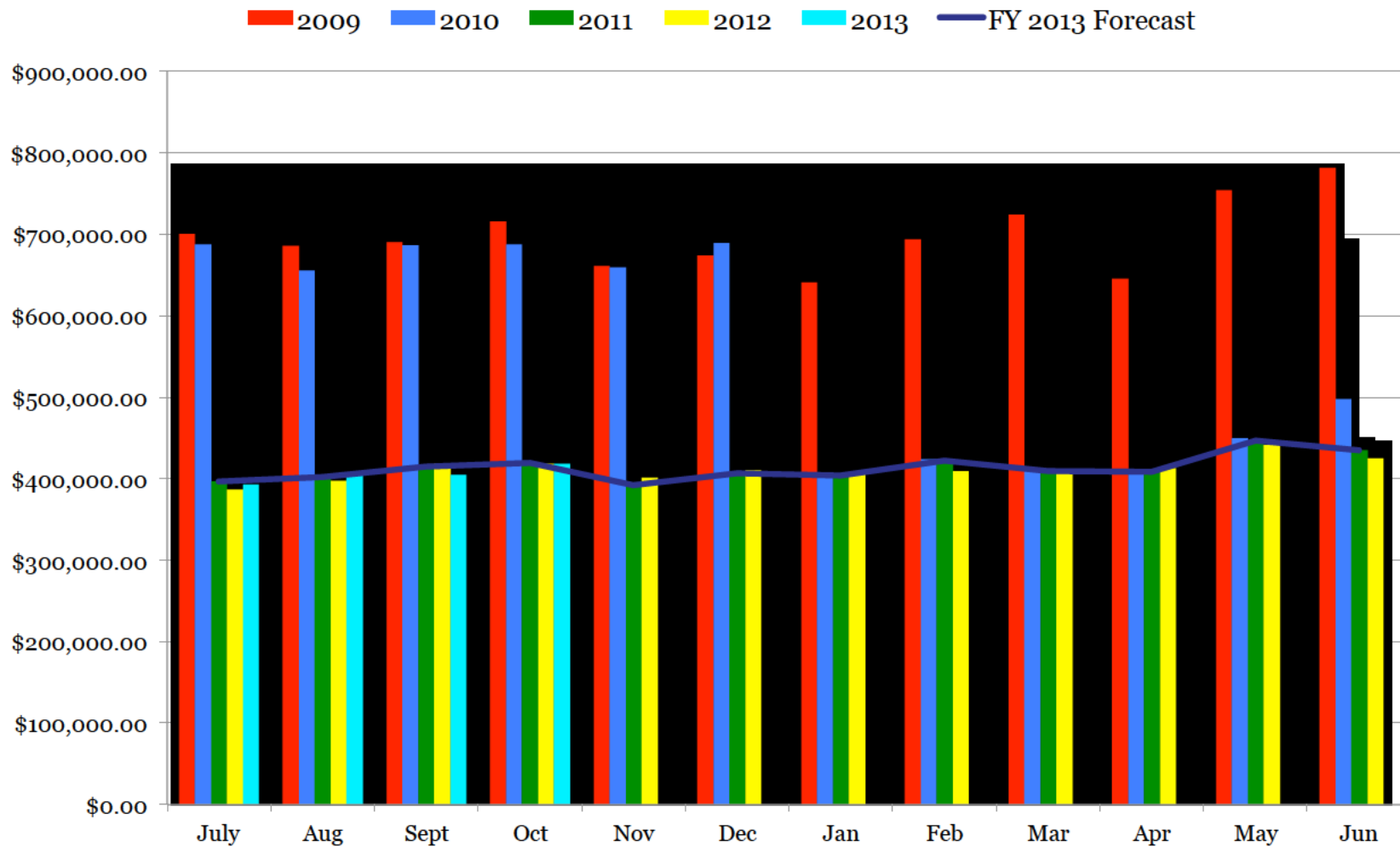
Through October 2012



Off-Highway Vehicle Recreation Fund FY 2009 - FY 2013 *Revenue*



State Lake Improvement Fund FY 2009 -FY 2013 *Revenue*



Discussion Item

H.4.

Summary of 2011 Employee Survey

Discussion Item

H.5.

Arizona State Parks Five-Year Strategic Plan

2013 Board Mtg. Dates

I.1.

THIRD WEDNESDAY OF EACH MONTH EXCEPT
JUNE, AUGUST AND DECEMBER

- January 16, 2013
- February 20, 2013
- April 17, 2013
- May 15, 2013
- July 17, 2013
- September 18, 2013
- October 16, 2013
- November 20, 2013



Arizona's 2013 SCORP

Statewide
Comprehensive Outdoor
Recreation Plan
December 2012



**Arizona
2013 SCORP**



**Statewide Comprehensive
Outdoor Recreation Plan**



Acknowledgements

ASP Employees

- Annie McVay
- Katharine Schinzel
- Doris Pulsifer
- Tye Farrell
- Pat Dutrack
- Bob Baldwin
- Eric Vondy
- Nicole Armstrong-Best

SCORP Contributors

- Jimmy Simmons, AZ Game & Fish Dept
- Melissa Elkins & Kiva Couchon, AZ Office of Tourism

SCORP Overview

- Every 5 years, Arizona prepares a statewide comprehensive outdoor recreation plan (SCORP)
- National Park Service requires this plan from every state in order to receive Land and Water Conservation Funds (LWCF)
- The SCORP establishes outdoor recreation and wetland priorities for Arizona
- Priorities help park and natural resource managers, other decision-makers at all levels of government and other stakeholders statewide make informed decisions about the state's recreation facilities and programs



SCORP & Grants

- The SCORP also establishes **evaluation criteria** for selecting park and recreation **grant projects** to be funded
- In Arizona, currently these grant funds come from the federal **Land & Water Conservation Fund (LWCF)**

SCORP and Recreation Data

- Arizona State Parks prepares the plan after consulting with its partners and surveying recreation providers and the public about Arizona's recreation situation
- The SCORP provides current information about recreation participation rates, recreation supply and demand, and public attitudes and preferences
- The SCORP identifies the major issues and trends affecting outdoor recreation in Arizona



SCORP Work Group

2013 SCORP Work Group

| | |
|---------------------------------|--|
| Rafael Payan | Director, Pima County Natural Resources, Parks and Recreation |
| R.J. Cardin / Leigh Johnson | Director, Maricopa County Parks and Recreation Department Park Planner, Maricopa County Parks and Recreation Department |
| Don Applegate | AZ Recreation Program Lead, Bureau of Land Management State Office |
| Shawn Blackburn | Director, Mohave County Parks |
| Cathy Wise | Education Director, Audubon Arizona |
| Cate Bradley | Landscape Architect, Rivers, Trails and Conservation Assistance, National Park Service |
| Lee Eseman | Acting Chief of Operations, Arizona State Parks |
| Jody Latimer | Manager, Environmental Resources and Trespass, AZ State Land Department |
| Mary Dahl | Santa Cruz County Department of Parks, Open Space and Cultural Services |
| John Vuolo | Director of Parks and Recreation, Town of Pinetop-Lakeside |
| Sharon Wallace | Public Services Group Leader, Tonto National Forest |
| Alex Wisniewski | Maintenance Manager, Coconino County Parks and Recreation |
| Jimmy Simmons | OHV Law Enforcement Program Manager, AZ Game & Fish Dept. |
| Melissa Elkins / Dawn Melvin | Research Manager, AZ Office of Tourism Tribal Tourism Relations Manager, AZ Office of Tourism |
| Bill Schwind | Director, Casa Grande Parks and Recreation Department |



2013 SCORP includes chapters on:

The importance of parks and recreation including personal health, economic, environmental and social benefits

Arizona's current outdoor recreation situation and the trends that influence and shape the future of recreation and tourism

The two tiers of priority outdoor recreation issues identified for Arizona and related goals and actions to address these key issues

Tier 1 Priority Issues



Tier 1



Secure
Sustainable
Funding

Improve
Collaborative
Planning &
Partnerships

Respond to the
Needs of
Special
Populations
and Changing
Demographics

Tier 2 Priority Issues



Tier 2



Resolving
Land-Use
Conflicts

Securing
Access to
Public Lands

Protecting
Arizona's
Natural and
Cultural
Resources

Communicate
with and
Educate the
Public

LWCF

Grant Rating Criteria

- Rating Criteria for LWCF Grant Projects incorporate the priorities identified in the most recent SCORP
- When a grant cycle occurs eligible entities may submit grant applications for park and open space acquisition, development, enhancement or renovation projects
- Grant applications are evaluated and awarded by the Arizona State Parks Board to the highest rated outdoor recreation and open space projects

2013 LWCF Grant Rating Criteria

| | <u>Points</u> |
|---|---------------|
| • Long-Range Planning | 23 |
| • Project Need..... | 35 |
| • Conservation of Resources..... | 20 |
| • Leveraging Funds through Donations..... | 8 |
| • Project Sustainability..... | 10 |
| • Post Grant Administrative Compliance..... | 4 |
| TOTAL | 100 |

2013 SCORP Survey Samples

Provider Survey

- Online survey (n=95)
- Sent to outdoor recreation providers – Park Managers, Natural Resource Managers, & Land Trusts

Involved Recreation User Survey

- Online survey (n=2,449)
- Survey link distributed through partner websites, email newsletters, social media, press release, bookmarks distributed in Phoenix metro area and through partners statewide

Involved Recreation Users



79% are very interested in outdoor recreation
(Mean=4.83 on 5-point scale)

Most important recreation settings:

- Open spaces in a natural setting
- Large, nature-oriented parks

Funding priorities:

- Maintain existing facilities
- Protect natural and cultural resources
- Providing habitat and ecosystem preservation and restoration
- Maintain existing education programs

Funding Priorities - Providers

Means

- Operational costs for existing facilities.....4.50
- Maintaining existing levels of recreation and interpretive education programs.....4.50
- Habitat preservation or restoration.....4.23
- Training for staff, volunteers and friends groups.....4.02
- Monitoring of prehistoric and historic sites.....3.99
- Developing new recreation and interpretive education programs.....3.95
- Environmental or cultural studies, clearances and permits.....3.78

Funding Priorities - Providers

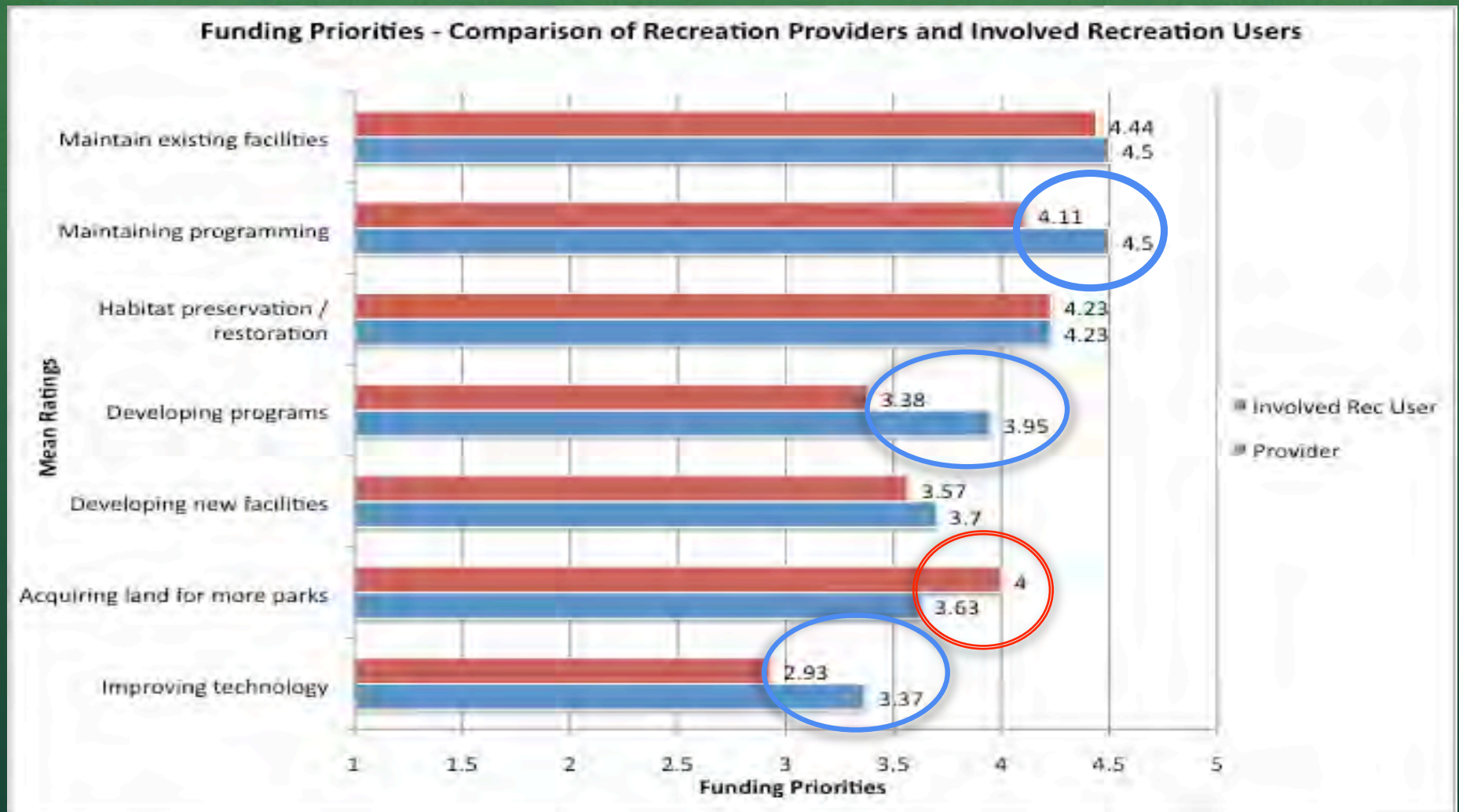
Means

- Developing new outdoor recreation facilities.....3.70
- Acquiring land for more parks, open space, natural areas and recreation areas.....3.63
- Improving technology at outdoor recreation facilities.....3.37



Lake Havasu State Park

Comparison of IRU's & Providers Funding Priorities



Involved Recreation Users – Involvement in Outdoor Recreation Issues

- 40% of IRUs were affiliated with at least one outdoor recreation organization
- 30% had volunteered with an outdoor recreation organization in the last 5 years
- 29% said that they were likely to volunteer with an outdoor recreation organization in the next year, 29% weren't sure and 43% were unlikely to volunteer



Providers – Collaborative Planning & Partnerships

- Does your agency currently collaborate with a non-profit agency or friends group?
 - Yes - 80% ; No - 17%; Don't know - 3%
- Does your agency actively seek alternative funding opportunities, such as public / private partnerships, to provide programs, services or activities?
 - Yes - 89% ; No - 10% ; Don't know - 1%

Which of the following programs, services or activities does your agency partner?



Providers – Collaborative Planning and Partnerships

How much will your organization need to collaborate with the following groups in the future...

Means

- Volunteers.....4.46
- Friends groups.....4.12
- State agencies.....4.07
- City or town agencies.....4.01
- Non-profit organization with mission consistent to that of your agency.....3.99
- Federal agencies.....3.94
- County agencies.....3.74
- Special interest groups (e.g., OHV, equestrian, etc).....3.65
- Corporations or other private businesses.....3.51
- Universities/Colleges.....3.44
- Tribal agencies.....3.22

Responding to the Needs of Special Populations & Changing Demographics

Providers

Meeting the needs of..... Means

- Families.....4.34
- Children.....4.33
- Visitors w/ disabilities....4.06
- Teenagers..... 4.03
- Seniors.....3.96
- Ethnically diverse groups..3.76
- Large groups..... .3.57

Involved Recreation Users

Meeting the needs of..... Means

- Families.....4.04
- Provide low cost opportunities.....4.00
- Children.....3.82
- Visitors with a disability.....3.63
- Teenagers.....3.61
- Seniors.....3.60
- Large gatherings / parties.....2.83
- Ethnically diverse groups.....2.60

Tier 2 Issues

Resolve Conflicts

Providers

Conflicts between/due to..... SA/A

- Different recreation uses..... 60%
- Overcrowding 53%
- Motorized vs non-motorized uses..... 52%
- Traditional & new recreation uses..... 45%
- Residents & recreation users..... 42%
- Local vs non-local recreation users..... 27%

Involved Recreation Users

- 32% agree that their recreation experience are often negatively impacted by other recreation users (Mean=2.98)
- 19% agreed that conflicts between homeowners and recreation users are a problem in my area (Mean=2.49)

Tier 2 Issues

Secure Access to Public Lands

- Access to public lands has been threatened due to:
 - Budget related closures & staffing constraints
 - New development
 - Closing of private lands
 - Change in management strategies on some public lands
- Qualitative responses reveal that IRUs are concerned about issues of access to public lands

Tier 2 Issues

Communicate with and Educate the Public

Providers

- 80% use social media to communicate information
- 67% are online
- 44% use self-serve kiosks
- 25% use QR codes
- 14% use apps
- 10% use audio tours

Involved Recreation Users

Sources of information for outdoor recreation opportunities:

- Internet -66%
- Word of mouth – 63%
- Parks & Rec agency websites – 48%
- Maps – 44%
- Magazine – 37%
- Newspaper – 30%
- Brochure – 28%

IRUs-Current Participation in Outdoor Recreation Activities

- Respondents were asked to rate how often they currently participate in 37 recreation activity categories:
 - Twice a week (130 times a year) ————— High Use
 - Once a week (52 times a year) ————— High Use
 - Once a month (12 times a year) ————— Moderate Use
 - A few times a year (5 times a year) ————— Moderate Use
 - Once a year (1 time a year) ————— Low Use
 - Not at all (0 times a year) ————— No Use

IRU - Participation Percentages in Outdoor Recreation Activities

Visiting/Learning Activities

| | <u>% Who Participated</u> | <u>% Who Will Increase</u> |
|---|-------------------------------|--------------------------------|
| • Visiting a natural or wilderness area..... | 96% | 39% |
| • Wildlife watching or nature photography..... | 88% | 33% |
| • Recreational driving on maintained roads..... | 88% | 29% |
| • Visiting a cultural or historical area..... | 86% | 28% |
| • Picnicking..... | 84% | 26% |
| • Attending an outdoor or special event..... | 82% | 21% |

IRU - Participation Percentages in Outdoor Recreation Activities

Visiting/Learning Activities

| | <u>% Who Participated</u> | <u>% Who Will Increase</u> |
|--|-------------------------------|--------------------------------|
|--|-------------------------------|--------------------------------|

- | | | |
|--|-----|-----|
| • Visiting a local park..... | 82% | 17% |
| • Bird-watching or photography..... | 68% | 21% |
| • Nature study or environmental education activities..... | 63% | 23% |
| • Taking guided tours of cultural or recreational sites..... | 55% | 21% |

IRU - Participation Percentages in Outdoor Recreation Activities

Land-Based Activities

| | <u>% Who Participate</u> | <u>% Who Will Increase</u> |
|---|--------------------------|----------------------------|
| • Day hiking..... | 88% | 33% |
| • Walking, jogging or running on trails or at a park..... | 82% | 33% |
| • Tent camping..... | 72% | 34% |
| • 4-wheel driving..... | 67% | 26% |
| • Target shooting..... | 67% | 26% |
| • Backpacking..... | 62% | 29% |
| • RV Camping..... | 57% | 32% |

IRU - Participation Percentages in Outdoor Recreation Activities

Land-Based Activities

| | <u>% Who Participate</u> | <u>% Who Will Increase</u> |
|-------------------------------------|--------------------------|----------------------------|
| • Hunting..... | 55% | 34% |
| • Off-highway vehicle use..... | 48% | 24% |
| • Bicycling / Mountain biking..... | 47% | 24% |
| • Rock or mountain climbing..... | 32% | 12% |
| • Horseback riding..... | 27% | 17% |
| • Playing golf..... | 26% | 10% |
| • Playing softball or baseball..... | 20% | 6% |

IRU - Participation Percentages in Outdoor Recreation Activities

Land-Based Activities

| | <u>% Who Participate</u> | <u>% Who Will Increase</u> |
|-------------------------|--------------------------|----------------------------|
| • Playing soccer..... | 12% | 4% |
| • Playing football..... | 10% | 2% |
| • Skateboarding..... | 5% | 2% |

IRU - Participation Percentages in Outdoor Recreation Activities

Water-Based Activities

| | <u>% Who Participate</u> | <u>% Who Will Increase</u> |
|---|--------------------------|----------------------------|
| • Fishing..... | 67% | 48% |
| • Swimming in a lake or stream..... | 53% | 26% |
| • Motorized boating..... | 46% | 24% |
| • Kayaking or canoeing..... | 39% | 31% |
| • Swimming in a public pool..... | 29% | 13% |
| • Jetskiing or operating personal watercraft..... | 18% | 12% |
| • Waterskiing..... | 16% | 9% |

IRU - Participation Percentages in Outdoor Recreation Activities

Snow-Based Activities

| | <u>% Who Participate</u> | <u>% Who Will Increase</u> |
|---|------------------------------|--------------------------------|
| • Sledding or snow play..... | 45% | 24% |
| • Downhill snow skiing or snowboarding..... | 21% | 17% |
| • Cross-country skiing..... | 15% | 16% |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Visiting/ Learning Activities | <u>Current Use</u> | <u>Future Use</u> |
|---|--------------------|-------------------|
| • Visiting a natural or wilderness area..... | 3.74 | 4.06 |
| • Picnicking..... | 3.71 | 3.86 |
| • Visiting a local park..... | 3.41 | 3.53 |
| • Wildlife watching or nature photography..... | 3.34 | 3.73 |
| • Bird-watching or photography..... | 3.30 | 3.67 |
| • Visiting a cultural or historic area..... | 3.24 | 3.55 |
| • Recreational motorized driving on maintained roads..... | 3.20 | 3.42 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Visiting/ Learning Activities | <u>Current Use</u> | <u>Future Use</u> |
|--|------------------------|-----------------------|
| • Attending an outdoor special event..... | 3.11 | 3.49 |
| • Nature study or environmental education activities..... | 2.94 | 3.72 |
| • Taking guided tours of cultural or recreational sites..... | 2.61 | 3.32 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Land-Based Activities | <u>Current Use</u> | <u>Future Use</u> |
|--|--------------------|-------------------|
| • Day-hiking..... | 3.91 | 4.19 |
| • Walking, jogging or running trails or at a park..... | 3.71 | 3.96 |
| • Bicycling or Mountain biking..... | 3.15 | 3.59 |
| • Tent camping..... | 3.02 | 3.33 |
| • 4-wheel driving..... | 2.76 | 2.85 |
| • RV camping..... | 2.73 | 3.13 |
| • Off-highway vehicle use..... | 2.72 | 2.98 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Land-Based Activities | <u>Current Use</u> | <u>Future Use</u> |
|-------------------------------------|--------------------|-------------------|
| • Horseback riding..... | 2.64 | 3.00 |
| • Hunting..... | 2.64 | 2.80 |
| • Backpacking..... | 2.58 | 2.99 |
| • Playing soccer..... | 2.35 | 2.58 |
| • Playing softball or baseball..... | 2.28 | 2.52 |
| • Target shooting..... | 2.23 | 2.57 |
| • Rock or Mountain climbing..... | 2.05 | 2.47 |
| • Playing golf..... | 2.02 | 2.22 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Land-Based Activities | <u>Current Use</u> | <u>Future Use</u> |
|-------------------------|------------------------|-----------------------|
| • Skateboarding..... | 1.91 | 2.14 |
| • Playing football..... | 1.80 | 2.02 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Water-Based Activities | <u>Current Use</u> | <u>Future Use</u> |
|--|--------------------|-------------------|
| • Fishing..... | 2.86 | 3.22 |
| • Swimming in a public pool..... | 2.30 | 2.75 |
| • Kayaking or canoeing..... | 2.26 | 2.69 |
| • Swimming in a lake or stream..... | 2.08 | 2.41 |
| • Motorized boating..... | 2.03 | 2.30 |
| • Jet skiing or operating personal watercraft..... | 1.77 | 1.97 |
| • Waterskiing..... | 1.74 | 1.89 |

Provider – Current & Future Participation Means For Outdoor Recreation Activities

| Snow-Based Activities | <u>Current Use</u> | <u>Future Use</u> |
|--|------------------------|-----------------------|
| • Sledding or snow play..... | 1.99 | 2.25 |
| • Cross-country skiing or snowshoeing..... | 1.75 | 1.99 |
| • Downhill skiing or snowboarding..... | 1.71 | 1.81 |

What's Next

- The information and priorities in this 2013 SCORP will guide Arizona's outdoor recreation efforts and grant programs through 2017
- Planning for the next SCORP will begin January 2015, followed by public surveys and interagency collaboration
- We hope you find the information contained in this planning document useful

Arizona State Parks Board

December 4, 2012





Arizona State Parks

~ Conserving Arizona's Treasures ~

Summary of 2011 Arizona State Parks Employee Survey





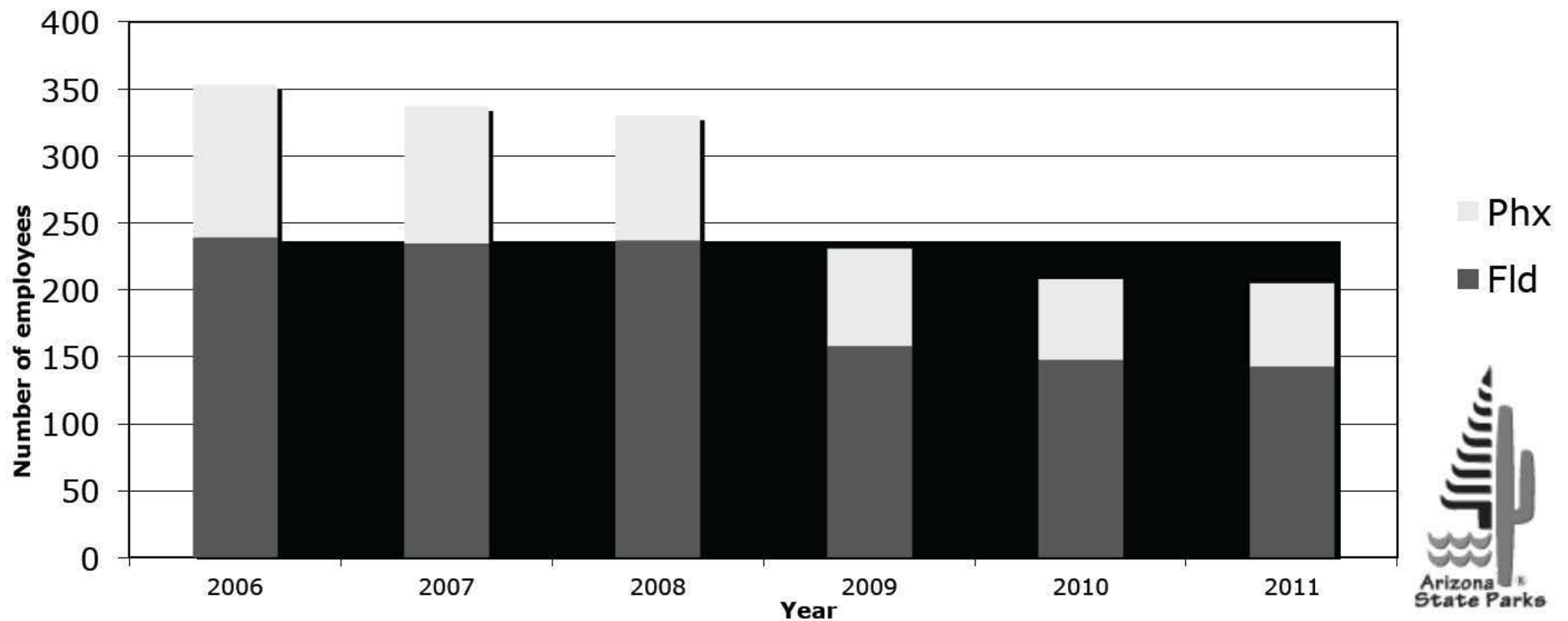
Seven Survey Components

- 1) Employee' s overall job
- 2) Immediate supervisor
- 3) Perceptions of management
- 4) Perceptions of agency communication
- 5) General information
- 6) Demographics
- 7) Agency Strategic Plan



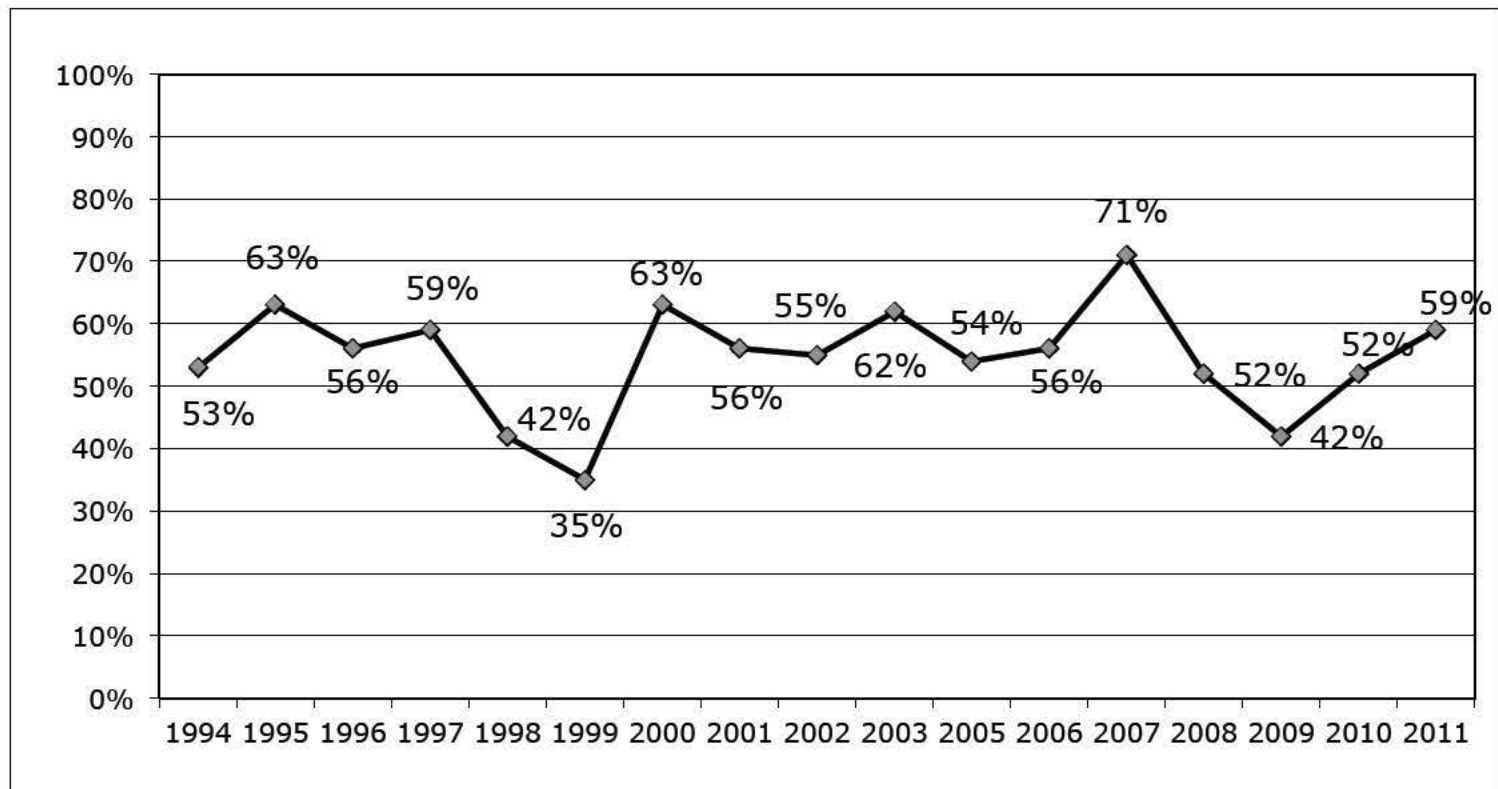


Number of Employees in Arizona State Parks 2006-2011





Employee Survey Response Rate n=170





Surveys Returned

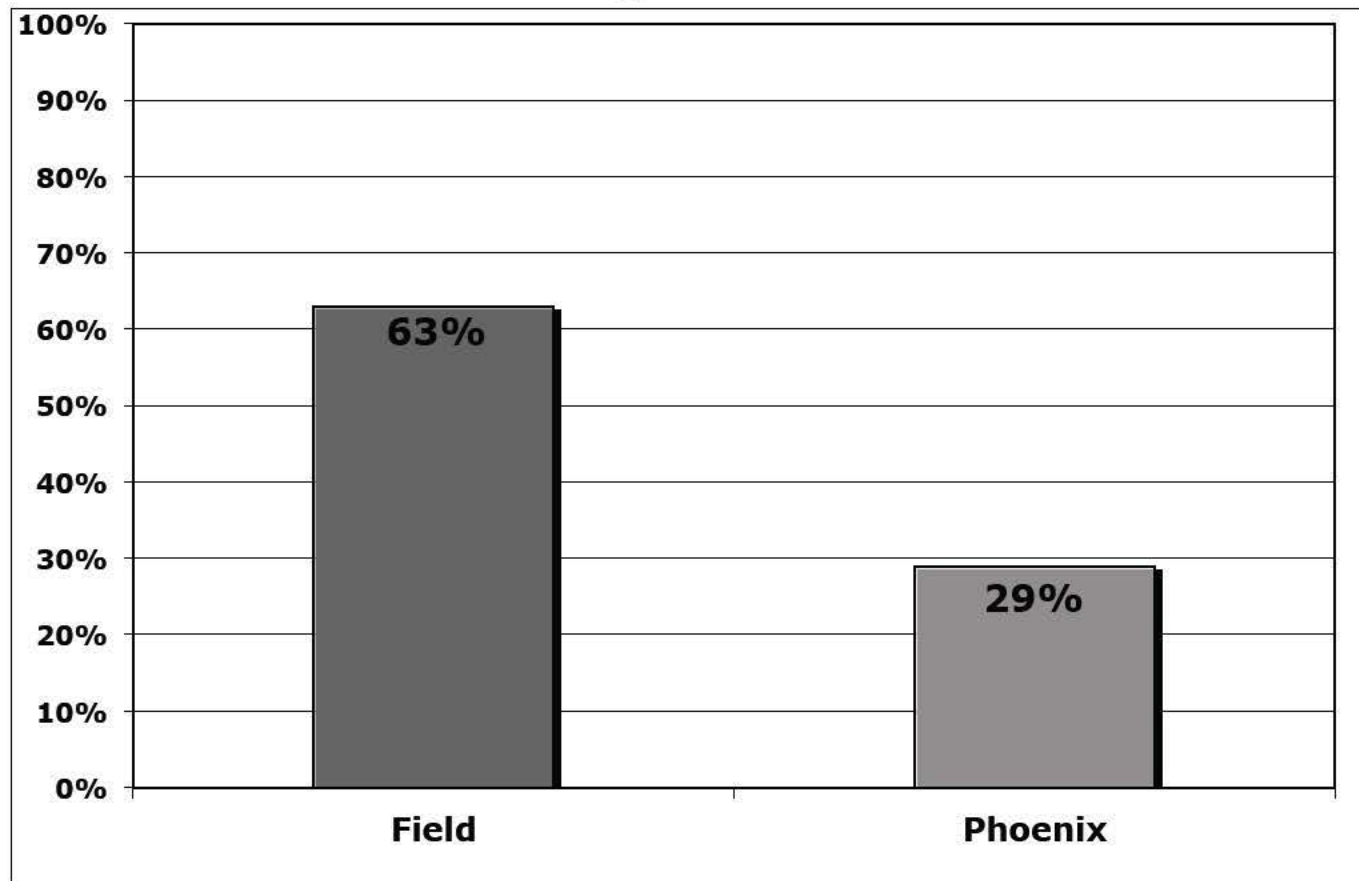




Figure 2
I am proud to be an Arizona State Parks employee

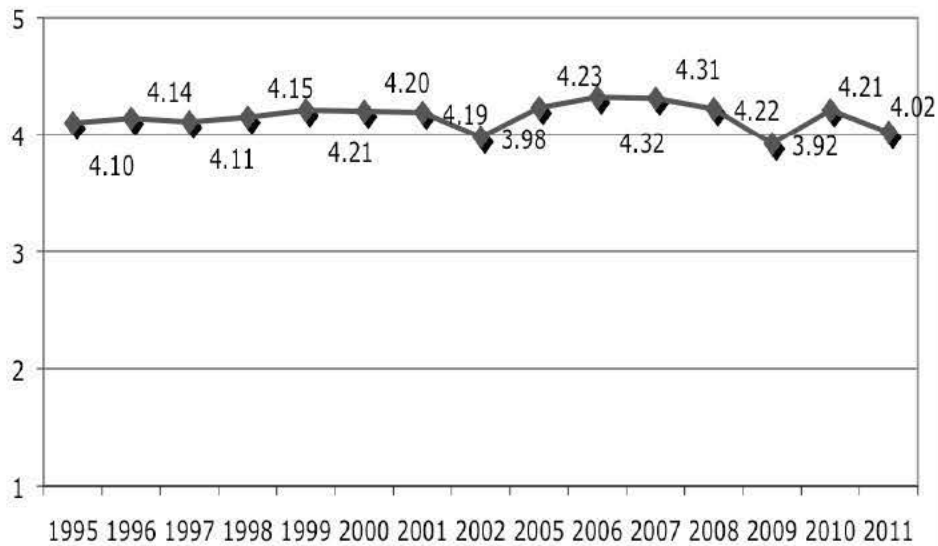
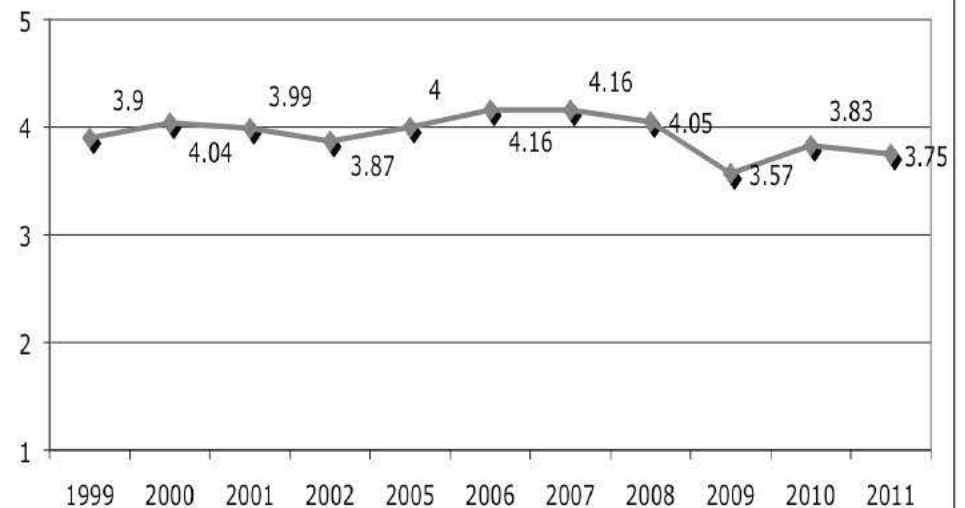


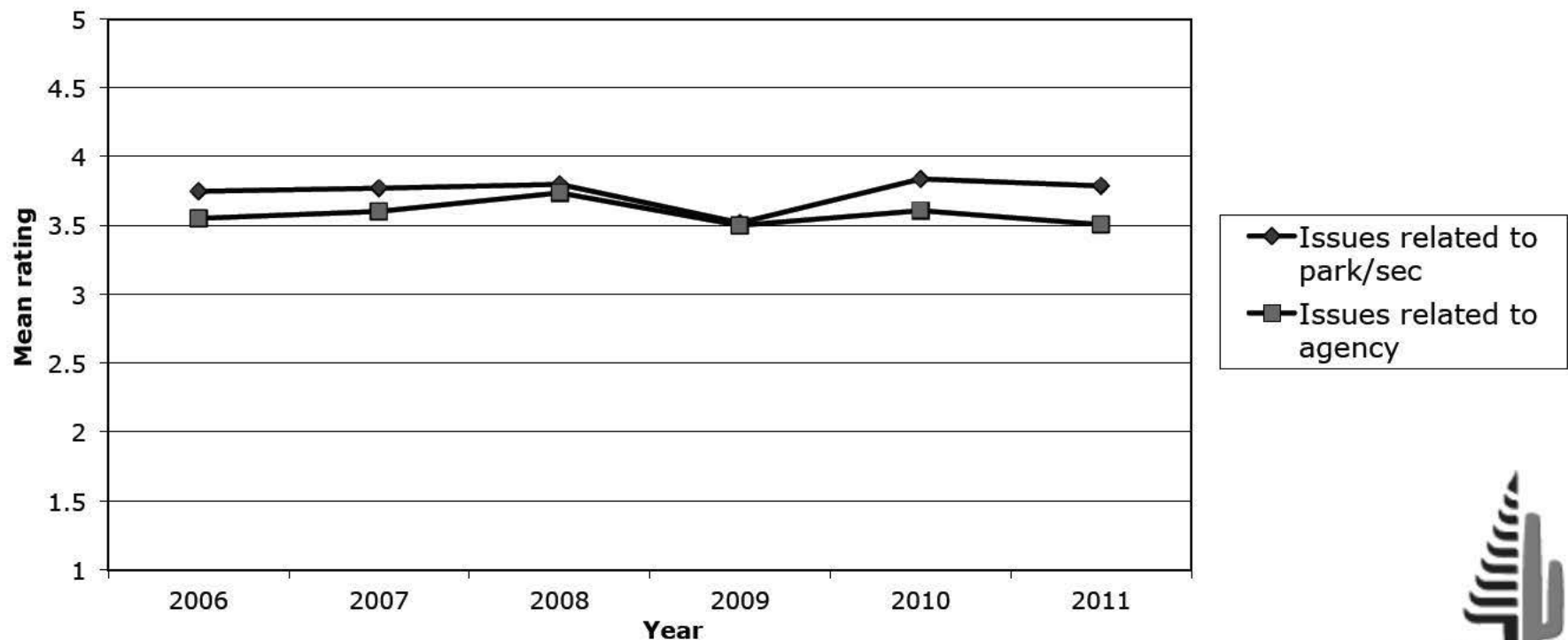
Figure 3
Overall I am satisfied with my job.



Tracking results over time

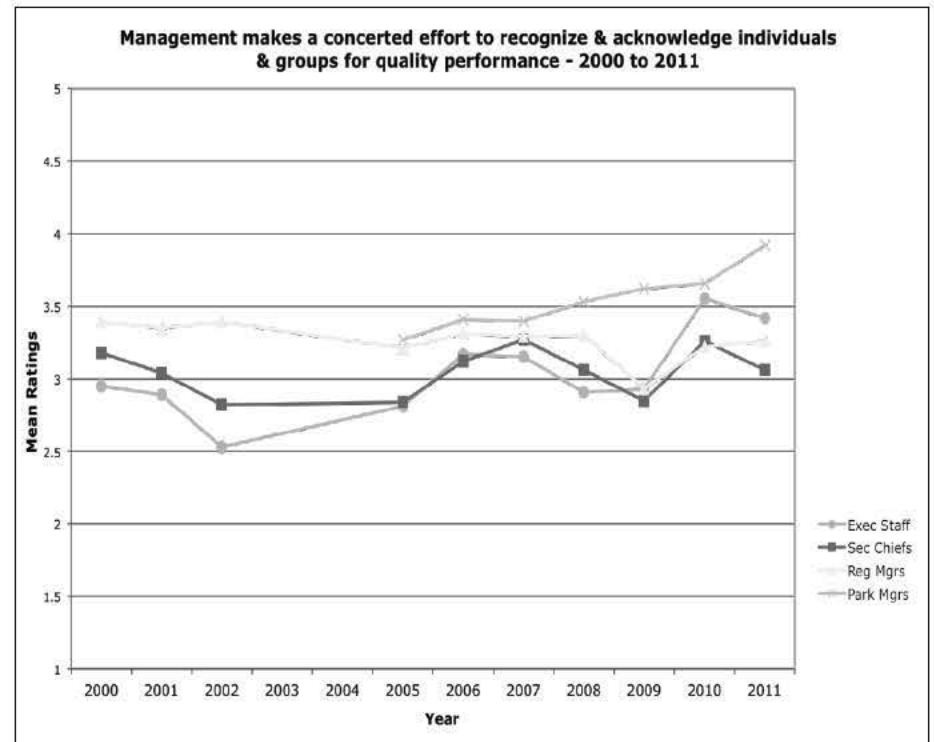
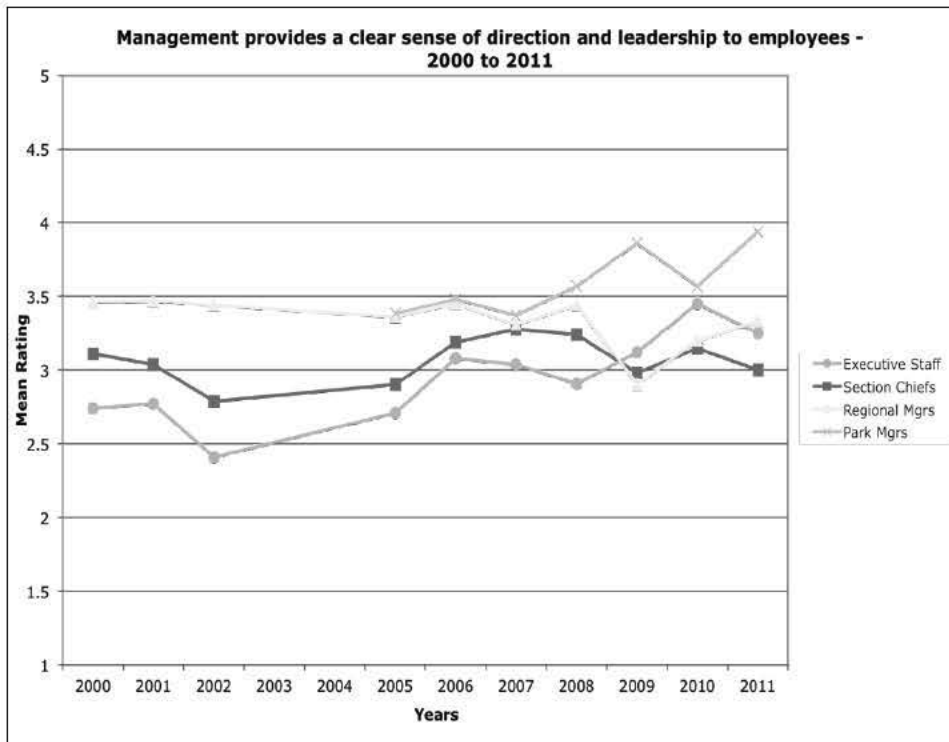


My Supervisor does a good job of keeping me informed of the issues & activities as they relate to:





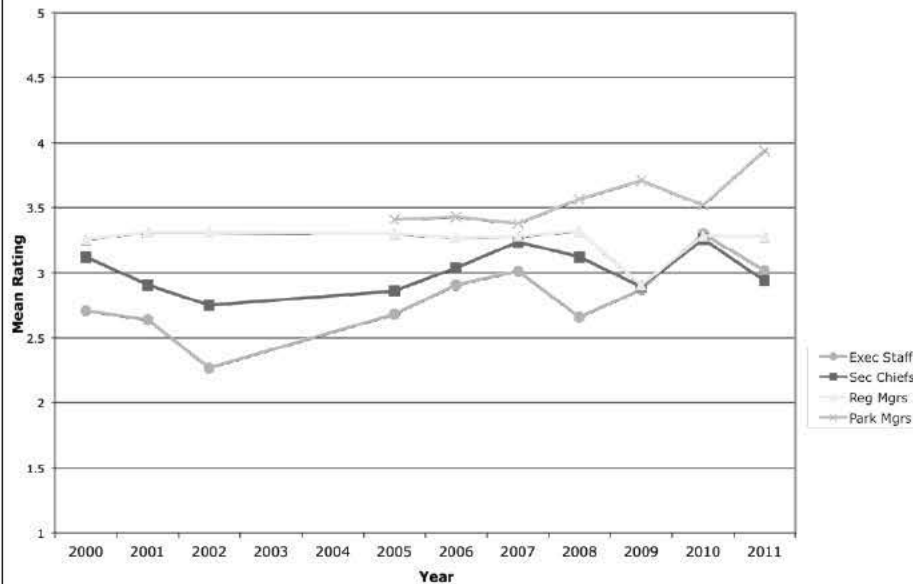
Management



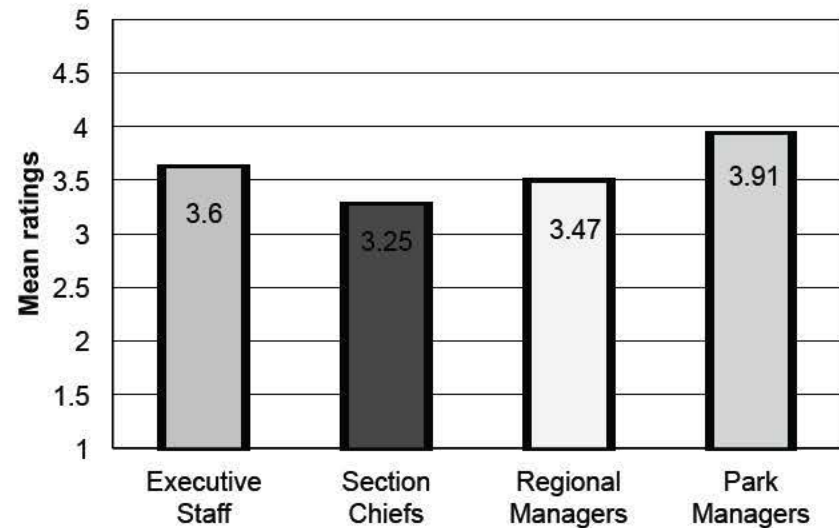


Management

Management follows up on suggestions - 2000 to 2011



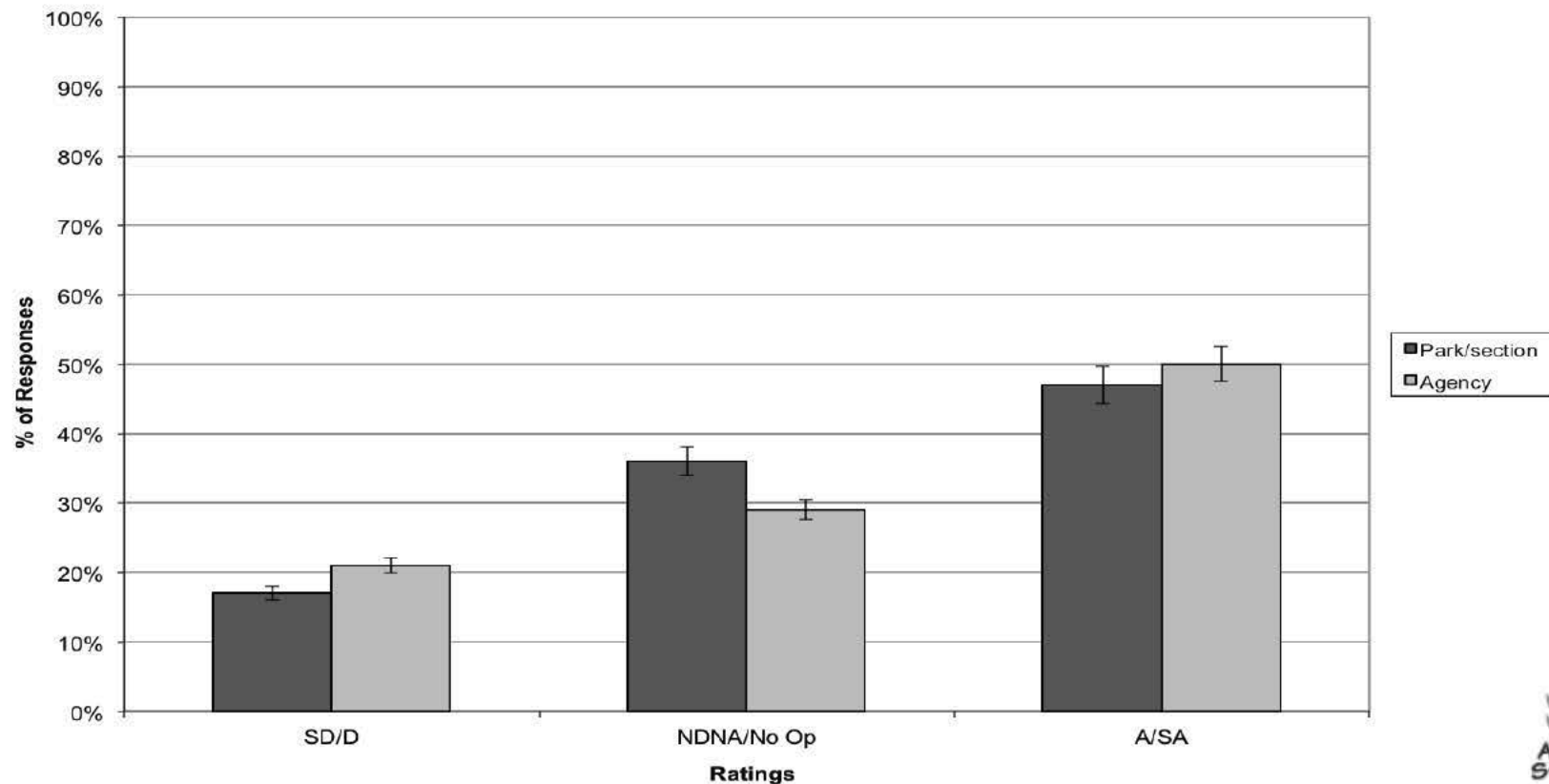
Management makes a concerted effort to communicate important information in timely manner - 2011





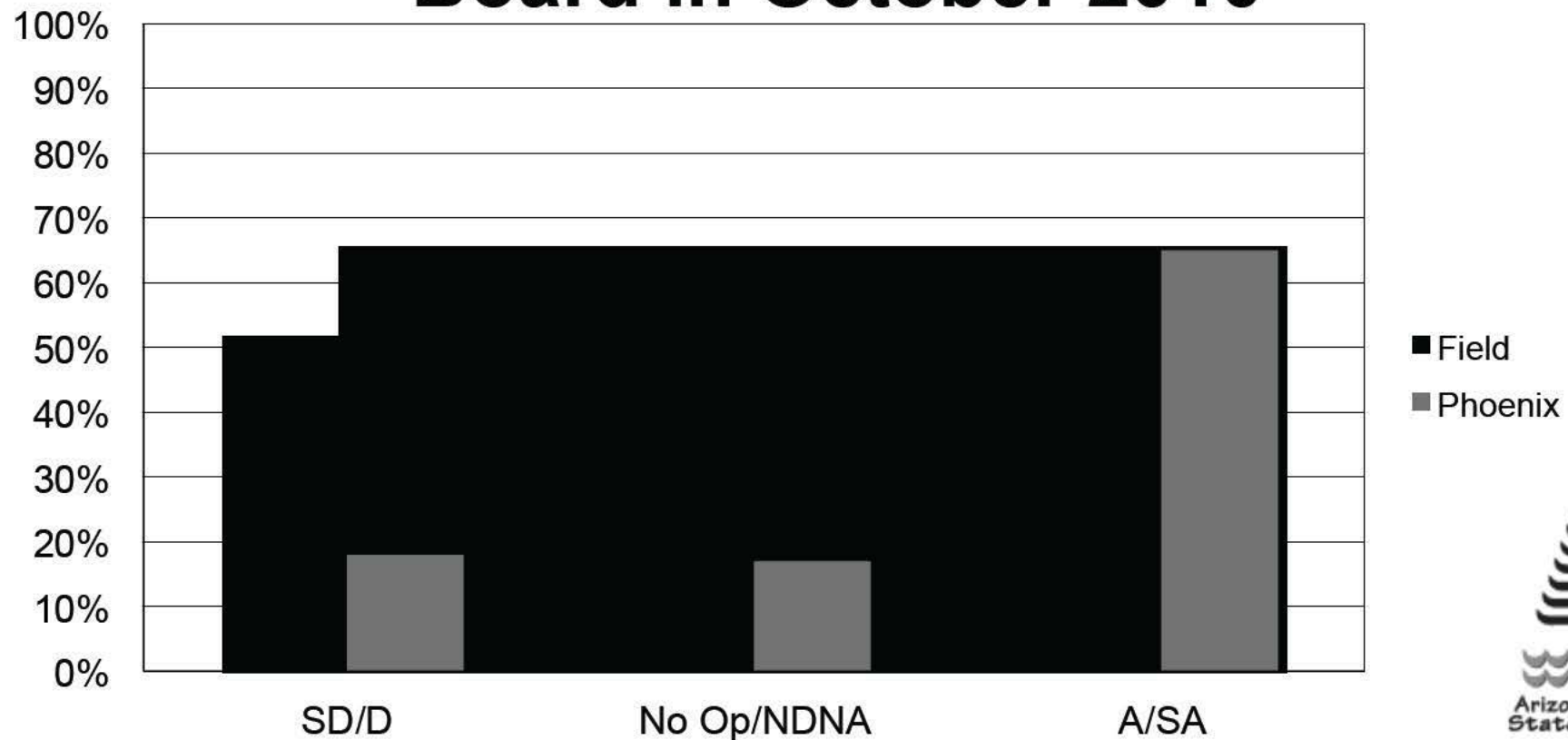
Communication has improved in the last 12 months

I think communication... has improved in the last 12 months - 2011



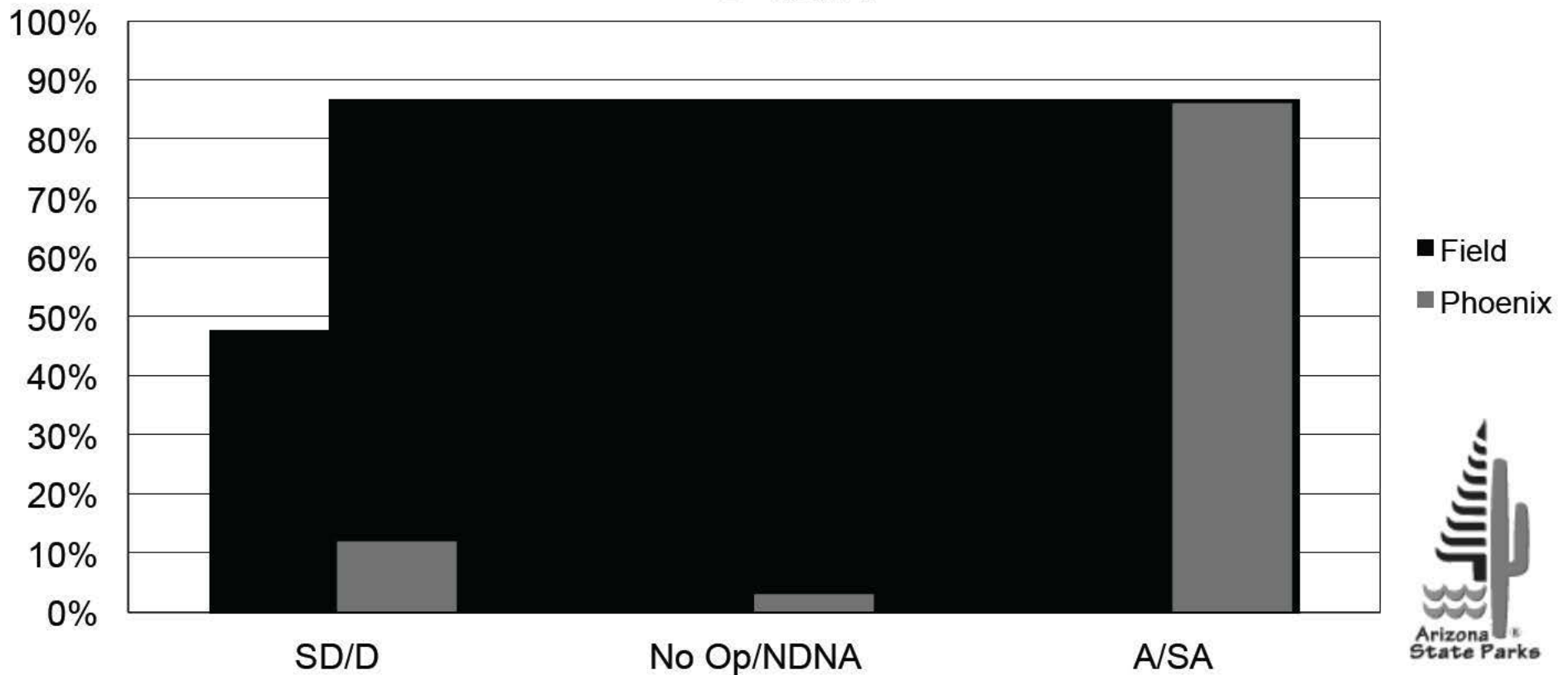


I have a working knowledge of the Agency Strategic Plan adopted by the State Parks Board in October 2010



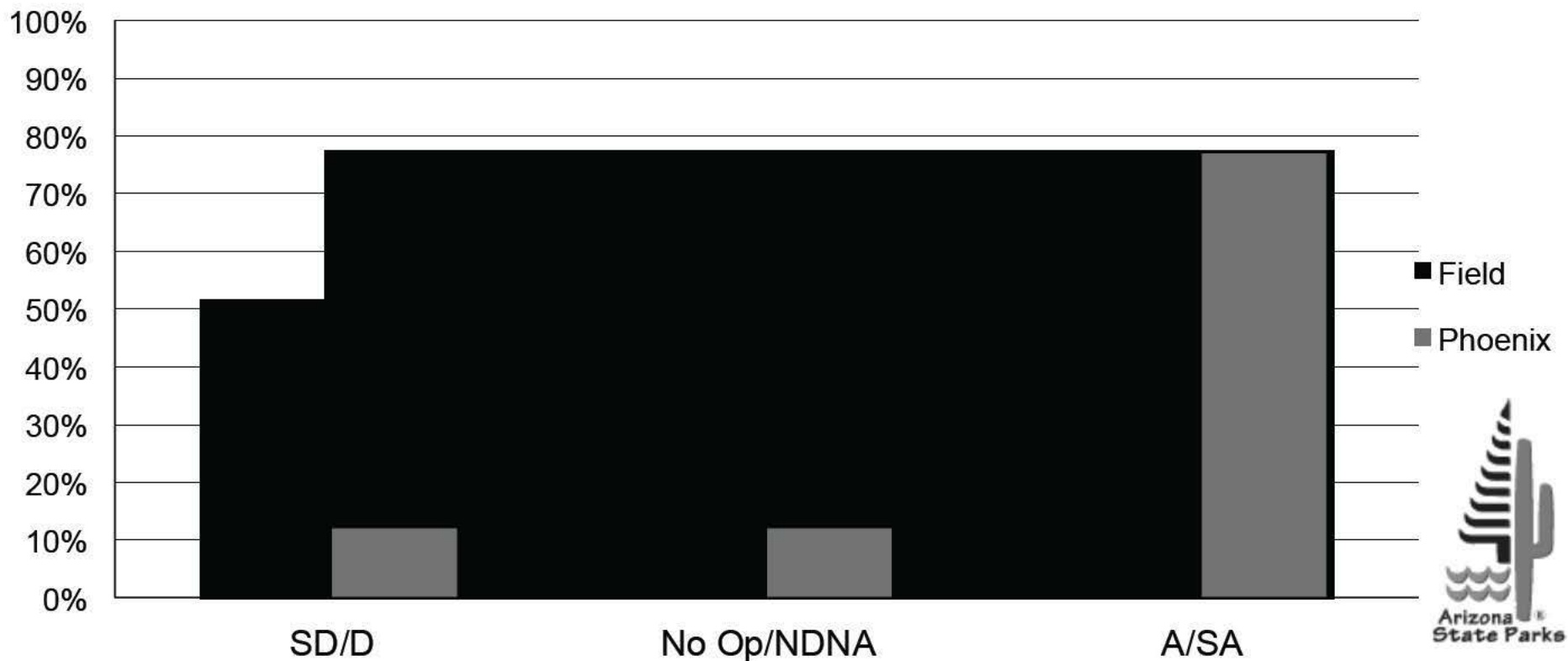


I am aware of how my job contributes to the goals and objectives of the Agency Strategic Plan





I am aware of how my park / section contributes to the goals and objectives of the Agency Strategic Plan





Additional Comments/Themes

- Communication
- Recognition
- Agency staffing model
- Salaries
- Comments Don't Do Anything
- Employee morale
- ASP Policies & Procedures
- Appreciation of job / agency / work
- Unfair distribution of agency resources
- Improvement needed at worksite
- Improvement needed within the agency
- Retention
- Utility of the Employee Survey

